CHAPTER 7
Maritime Labor, Training, and Safety

The Maritime Administration (MARAD) supports the training of merchant marine officers and crewmembers with a focus on safety in U.S. waterborne commerce. MARAD also monitors national and international maritime industry labor-management practices and policies; promotes healthy labor-management relations; and fosters a safe and efficient maritime transportation system through the effective use of human resources.

TRAINING

U.S. Merchant Marine Academy

MARAD operates the U.S. Merchant Marine Academy at Kings Point, NY, to educate young men and women for service in the American merchant marine, in the U.S. Armed Forces, and in the Nation's intermodal transportation system.

Graduates receive Bachelor of Science degrees and U.S. Coast Guard (USCG) licenses as deck or engineering officers, or both, and a commission in the U.S. Naval Reserve or another uniformed service.

The Academy is an integral component of the defense readiness called for in our national security policy and guarantees a source of merchant marine officers to meet our domestic and international U.S.-flag crewing needs.

As a key component of our national security effort, Academy graduates incur an 8-year U.S. Navy Reserve commitment (unless they are accepted in another uniformed service) that obligates them to serve in time of war or national emergency. The critical maritime skills developed with their military training significantly increase our Nation's defense readiness.

Academy graduates also are committed to a 5-year maritime service obligation. This requires them to obtain a merchant marine officer's license in order to graduate from the Academy, and to maintain the license for at least 6 years. This maritime service obligation may be satisfied in the merchant marine as an officer aboard U.S. merchant ships, or in shoreside maritime or intermodal transportation industry positions if afloat employment is not available, and with the permission of the Maritime Administrator. Active military duty in the U. S. Armed Forces or service with the National Oceanic and Atmospheric Administration also satisfies the obligation.

The Class of 2001, which graduated on June 18, 2001, comprised 94 third mates, 92 third assistant engineers, and 13 who completed the dual deck/engine license programs.

The 25 women graduates in 2001 brought to 422 the total number of female graduates since the first coeducational graduating class in 1978.

White House Chief of Staff Andrew Card delivered the commencement address. During the ceremony, honorary degrees were presented to Andrew Card and Milton G. Nottingham, Jr., a prominent shipchartering broker.

Within 3 months after graduation, about 95 percent of the 199 graduates had obtained employment in the maritime and transportation industry, afloat and ashore, or were serving on active military duty. That percentage increases to nearly 99 percent within 6 months after graduation.

The Academy's newest major program, Logistics and Intermodal Transportation, introduced in 1998, is proving to be the most sought-after major among the Academy's seven curriculum options. The program complements the marine transportation educational program to enable a graduate to manage effectively a complex commercial or defense logistics system.

Average enrollment at the Academy during the year was 926 midshipmen. At the beginning of the 2001-02 academic year, the regiment included 93 women, 14 of whom are scheduled to graduate with the Class of 2002. Members of Congress nominated 1,302 constituents for the Class of 2005, and a total of 283 freshmen, called plebes, were enrolled in July 2001.

The Academy's overall academic program is accredited by the Middle States Association of Colleges and Schools. The Marine Engineering Systems and the Marine Engineering/Shipyard Management curricula are approved by the Accreditation Board of Engineering and Technology (ABET). The academic year is divided into trimesters.

In addition to classroom study, Academy midshipmen are assigned to U.S.-flag merchant ships for two periods of practical shipboard experience.

State Academies

MARAD provides financial assistance to six State maritime academies to train merchant marine officers pursuant to the Maritime Education and Training Act of 1980: California Maritime Academy, Vallejo, CA; Great Lakes Maritime Academy, Traverse City, MI; Maine Maritime Academy, Castine, ME; Massachusetts Maritime Academy, Buzzards Bay, MA; State University of New York Maritime College, Fort Schuyler, NY; and Texas Maritime Academy, Galveston, TX.

State maritime academy cadets who participate in the Student Incentive Payment (SIP) Program receive a maximum of $3,000 annually to offset school costs. Participating cadets have these obligations:

- To complete the academy's course of instruction

- To pass the USCG examination for a license as an officer in the U.S. Merchant Marine and maintain that license for at least 6 years from the date of graduation
- To apply for and accept, if offered, an appointment as a commissioned officer in an armed force reserve component and serve for at least six years from the date of graduation
- To maintain employment in the maritime industry at least 3 years from the date of graduation.

MARAD provides training vessels to five seacoast academies for use in at-sea training and as shoreside laboratories.

Supplemental Training

MARAD provides supplemental training for seafarers in marine firefighting and defense readiness. In FY 2001, 1,250 maritime personnel were trained in ship and barge firefighting, including U.S. citizen seafarers, USCG personnel, and port city professional firefighters. Basic and advanced firefighting training is offered at MARAD's fire school at Swanton, OH; the U.S. Navy Military Sealift Command (MSC)/MARAD fire training facility in Earle, NJ; and the U.S. Navy fire training installation at San Diego, CA.

Of the students attending the school in Swanton, 89 port city firefighters were trained in specialized marine firefighting skills and 70 personnel received a customized outreach course meeting USCG standards.

MARAD's National Sealift Training Program (NSTP) for Masters and Chief Mates under the Global Maritime Transportation School (GMATS) includes a special two-week session for senior engineers and is labeled NSTP-E. The primary goal of the engineer course is to familiarize senior engineers with engineering requirements concerned with activation of the Ready Reserve Force.

NSTP training is designed to improve U.S.-flag strategic sealift support capability and reduce vulnerability to piracy and hostage threats. This program integrates defense communications, maritime security, and sealift readiness training drawing from lessons learned from Operations Earnest Will, Desert Shield/Desert Storm, Uphold Democracy, and Restore Hope. In FY 2001, 37 senior deck officers and 10 senior engineer officers completed this program.

MARAD also is working cooperatively with the MSC to facilitate the implementation of Chemical, Biological and Radiological Defense (CBRD) one-day training for all U.S. merchant seafarers at industry schools and maritime academies. The objective of this program is to have all U.S. mariners trained and certified by 2004. By the end of FY 2001, over 1,300 mariners had completed this training.

Garrett A. Morgan Technology and Transportation Futures Program

The Department of Transportation's (DOT) Garrett A. Morgan Technology and Transportation Futures Program is aimed at ensuring that the United States has a workforce prepared for the technologically challenging jobs of the 21st century.

MARAD participation in this intermodal program is seen as an opportunity to interest students of all ages across the nation in maritime careers and help inspire and prepare them to be valuable contributors to building a strong merchant marine.

Under MARAD chairmanship, an Internet site has been developed by an intermodal committee as one component of the program. MARAD has also stepped up its efforts in working with young students and participated in various opportunities to provide mentoring and inspiration on a one-to-one basis.

Merchant Marine Awards

Public Law 100-324, the Merchant Marine Decorations and Medals Act, authorizes the Secretary of Transportation to recognize outstanding and meritorious service or participation in national defense action.

Under this authority, MARAD assisted in replacing merchant marine decorations issued to merchant mariners who served during World War II, the conflict in Korea, the conflict in Vietnam, and Operation Desert Storm. In FY 2001, MARAD responded to more than 1,500 inquiries on awards and related issues.

LABOR

Seafaring Labor

Members of the Seafarers International Union and the National Maritime Union have approved the details of a merger agreement between the two unions. This finalizes the unification and marks an historic occasion in maritime labor history. The two unions represent almost 90 percent of deep sea unlicensed seafarers. The combined union will represent unlicensed seafarers on most of the U.S.-flag vessels, MSC civilian-crewed vessels, and the Ready Reserve Force (RRF).

Annual Crewing Assessment of U.S. Merchant Mariners

In FY 2001, United States sealift ships that depend upon civilian merchant mariners for activation crewing included the 76 RRF ships operated by MARAD and MSC's eight fast sealift ships, eight large medium speed roll-on/roll-off (LMSR) ships in surge status, and two hospital ships. Approximately 1,940 mariners would be needed to activate all the reserve sealift billets not manned, effective at the end of the fiscal year.

The Maritime Security Program (MSP), authorized by the Maritime Security Act of 1996, supports 47 U.S.-flag, -owned and -crewed merchant vessels in international trade that stand ready to provide sustainment sealift support to the Department of Defense in contingencies. This MSP fleet provides employment for over 2,000 mariners a year, contributing to a merchant

mariner pool available for voluntary crewing of the U.S. reserve surge sealift ships if activated. These mariners, combined with mariners from other U.S.-flag vessels, recent graduates, and experienced mariners working ashore, would be required to meet the sealift crewing requirement.

Longshore

The Port of Charleston, SC, the second largest port on the East Coast of the United States, was hit with International Longshoremen's Association (ILA) protest when Nordana, a Danish shipping line, began using non-union dockworkers to load its ships. ILA called for worldwide solidarity and support of ILA Local 1422 in Charleston. In protest, ILA members carried pickets and blocked the port authority terminal entrance. Five ILA workers were indicted on rioting charges and held under house arrest. All charges were later resolved. Nordana agreed to abide by the ILA master contract agreement. There were no further interruptions of service at the Port of Charleston.

SAFETY

MARAD continues to emphasize safety and human performance in the maritime industry, focusing on the combined effects of human factors, training, management, organization, operating procedures, design, construction, and ship and shore relationships upon the safe and efficient operation of vessels.

Human factors contribute to about 80 percent of all accidents. Improvements in human performance and operating procedures are key to achieving reliable, efficient, and competitive marine transportation that is safe for crew, passengers, and cargo, while reducing the potential for pollution from accidents. This area is of equal concern in the shipbuilding, ship repair, and longshore industries.

The DOT Human Factors Coordinating Committee has carried the research initiatives identified last year into action through awarding a number of research contracts in the area of managing fatigue. Results from these efforts will provide a more complete and practical approach to the area.

MARAD and the USCG continued to facilitate joint industry development of the voluntary reporting International Maritime Information Safety System (IMISS). The National Aeronautics and Space Administration (NASA) is lending its expertise with the Aviation Safety and Reporting System (ASRS) to help design and get IMISS ready for operations. The Department recognized the value of such systems and has initiated study efforts through the DOT Bureau of Statistics to plan for similar systems in other modes in a movement to improve safety data systems.

MARAD worked with Panel H-10 (Ship Controllability) of the Society of Naval Architects and Marine Engineers to gather basic data on ship maneuvering in shallow and restricted waters. With U.S. Army Corps of Engineers funding, vessels were instrumented with dual frequency Global Positioning System (GPS) receivers during transits of the Houston Ship Channel before and after channel widening and deepening efforts. Vertical measurements of the ship with centimeter accuracy provided basic data to develop and validate improved mathematical models of ship movements. Improved modeling in shallow and restricted waters and in meeting and bank suction situations will assist with training of mariners through improved simulation tools.